



CITY OF LODI COUNCIL COMMUNICATION

AGENDA TITLE: Adopt resolution authorizing the City Manager to sign a Letter of Agreement Between The City of Lodi and International Brotherhood of Electrical Workers (IBEW) Local 1245 related to Rubber Glove premium and Contract Workers (EUD)

MEETING DATE: November 15, 2006

PREPARED BY: Electric Utility Director

RECOMMENDED ACTION: Adopt a resolution authorizing the City Manager to sign a Letter of Agreement between The City of Lodi and IBEW Local 1245 related to Rubber Glove premium and Contract Workers.

BACKGROUND INFORMATION: The Northern California and national market for qualified electric utility line workers is extremely competitive. Many of the area electric utilities are actively seeking journey line workers. In addition, some neighboring electric utilities have recently upgraded journey line worker compensation.

The Electric Utility Department presently has eleven (11) positions in its organization required to be filled by journeymen including troubleshooters (3), foremen (3) and linemen (4). The utility has been actively recruiting to fill two vacancies (2 linemen) without success. In addition, a foreman recently resigned to begin work for another utility.

In order to enhance EUD's competitiveness to hire and retain journey line workers, IBEW Unit 1245 and EUD are proposing to increase EUD's Rubber Glove premium from five percent (5%) to ten (10%) percent. The Rubber Glove premium is paid to qualified linemen, foremen and troubleshooters who are trained to perform live/hot repair and/or construction work on high voltage power lines. (PG&E, for instance, has a 12% Rubber Glove premium incorporated into their journey line worker compensation.)

In addition, the parties are proposing to adopt "enabling" language whereby EUD could request, and IBEW could provide, Contract Workers from IBEW's Hiring Hall located in Vacaville, CA on an "as requested/needed" basis for a period of up to six months. It is anticipated that EUD will consider the addition of one or more Contract Workers from time to time to supplement its existing forces while it is recruiting to fill regular job openings or to assist it in addressing large one-time projects. Most electric utilities in the area have implemented an enabling arrangement similar to what is being proposed herein.

A copy of the proposed Letter of Agreement is attached to this communication.

FISCAL IMPACT: Not applicable.

APPROVED: _____
Blair King, City Manager

Adopt resolution authorizing the City Manager to sign a Letter of Agreement Between The City of Lodi and International Brotherhood of Electrical Workers (IBEW) Local 1245 related to Rubber Glove premium and Contract Workers (EUD)

November 15, 2006

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FUNDING: Not applicable.

George F. Morrow
Electric Utility Director

Attachment

LETTER OF AGREEMENT
BETWEEN
THE CITY OF LODI AND IBEW ELECTRIC UTILITY UNIT 1245

Rubber Glove Premium & Contract Workers

This Letter of Agreement (Agreement) modifies the 2006-2007 Memorandum of Understanding (MOU) entered between the City of Lodi and IBEW as of January 1, 2006. Except as modified herein, all other terms of the MOU shall remain in full force and effect.

Under Section 4.4 of Article IV of the Memorandum of Understanding (MOU) currently in effect between the above parties, qualified linemen, foremen, and troubleshooters receive a Rubber Glove premium of 5%.

In order to enhance its compensation competitiveness for qualified line workers with other regional electric utilities, the parties agree to increase the Rubber Glove premium to 10% beginning on January 1, 2007 and continuing through the term of the MOU.

In addition, the parties desire to establish an arrangement whereby the City may employ Contract Workers, including linemen and individuals in other skilled trades represented by IBEW, from the dispatch hall of IBEW Local 1245. The terms of such arrangement are as follows:

- Contract Workers will be referred from Local 1245's dispatch hall in Vacaville, California upon request by the City.
- Contract Workers referred to the City shall only be assigned regular work within their job classification unless agreed otherwise by Local 1245.
- The maximum period of retention shall be six (6) consecutive months unless the parties agree in writing to waive this requirement in specific cases.
- Contract Workers shall be paid an hourly wage equal to the then-current wages for their individual classification as established by Local 1245 for "Outside" workers. Contract Workers shall also be paid a cash equivalent of the then current benefits in place for such Outside employees as established by Local 1245. In addition, the City shall pay the appropriate payroll taxes.
- The City shall, when appropriate, apply all other working conditions such as overtime, meals, etc. that are currently provided for in the MOU. Preference for overtime will be extended to "regular" City employees, and while the City may work Contract Workers overtime, the City is under no obligation to balance overtime for such individuals.

IBEW 1245 LETTER OF AGREEMENT

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- The City shall not permanently reduce the number of bargaining unit employees within any classification corresponding to the classifications of then current Contract Workers retained under this Letter of Agreement.
- The City shall have the right to review the background/qualifications of any potential Contract Worker, including the right to interview same. The City may elect not to retain or to terminate the use of any particular Contract Worker at any time for any reason without recourse or liability.
- The provisions of this Letter of Agreement related to Contract Workers shall be effective immediately upon execution of the Letter of Agreement by both parties.

IN WITNESS THEREOF, the Parties have caused this Letter of Agreement to be executed by their duly authorized officers and their seal to be affixed, as of the day and year herein written.

CITY OF LODI

**IBEW, ELECTRIC
UTILITY UNIT 1245**

Blair King
City Manager

Sam Glero
Business Representative

Date

ATTEST:

Randi Johl
City Clerk

APPROVED AS TO FORM:

D. Stephen Schwabauer
City Attorney

RESOLUTION NO. 2006-_____

A RESOLUTION OF THE LODI CITY COUNCIL
AUTHORIZING THE CITY MANAGER TO EXECUTE A LETTER
OF AGREEMENT BETWEEN THE CITY OF LODI AND
INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS (IBEW) LOCAL 1245 RELATED TO RUBBER
GLOVE PREMIUM AND CONTRACT WORKERS

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NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby approve and authorize the City Manager to execute a Letter of Agreement between the City of Lodi and International Brotherhood of Electrical Workers (IBEW) Local 1245 related to Rubber Glove premium and Contract Workers.

Dated: November 15, 2006

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I hereby certify that Resolution No. 2006-_____ was passed and adopted by the Lodi City Council in a regular meeting held November 15, 2006, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL
City Clerk